

Abstract

IHEP-Requirement of skilled and experienced staff - Sanction Accorded- Orders issued.

Corporate Office (SBU-G/E)

B.O. (FTD) No. 596 /2020 (No. DGE/G3/Estt./2020-21 Thiruvananthapuram

dated: 28 -09-2020

- Read:-
1. Letter No.CEG/EB/Admn/T&P/2020-21/830 dated 26-08-2020 of the Chief Engineer (Generation & PED), Moolamattom.
 2. Note No.DGE/G3/Estt./20-21 dated 24-09-2020 of the Director (GE & SCM) (Agenda Item 44/9/2020)

ORDER

The Idukki HEP is the largest Hydro Electric Power Station in Kerala, with an installed capacity of 780MW (6x130 MW), commissioned in two stages, during 1976 & 1986. Being the largest and underground power house, the O&M works of the station plays a key role in maintaining the project. Moreover, the availability of machines at IHEP is very important to manage the load demand in the State Grid which necessitates the requirement of skilled and experienced staff at the station. Therefore, the Chief Engineer (Generation & PED), as per letter read as 1st above reported the exigency of posting /retaining skilled and experienced staff at IHEP.

It is reported that many of the skilled and experienced employees of various categories have been depleting from IHEP, for the past few years which has already affected the special and routine works, considerably at the station. All the "Skilled Technicians" except one have retired from service during this year, which also added the scarcity of Skilled / designated persons available for carrying out special works like welding, turning, fitting, crane operation etc. Similar situation in the past had addressed by, by selecting employees from among the employees as Skilled Technicians such as Welder, Fitter, Electrician etc. The matter of deploying some of the skilled and experienced manpower who were transferred out from IHEP, for the timely execution of some of the major works, recently executed at IHEP and the difficulties faced in bringing them to IHEP was also detailed in the letter. It is pointed out the possibility of deteriorating their acquired skill, as long as they are away from IHEP works.

Moreover, the report submitted by the enquiry committee, subsequent to the accidents in Unit#2 &6, machines, occurred during January/February 2020 also emphasized the necessity of Skilled Technicians and the continuity of the work force in power houses to avoid the recurrence of such accidents.

In view of the above, the Chief Engineer(Generation &PED) has suggested to transfer the erstwhile employees having experience and skill at various O&M works of IHEP, back to the station and to retain the existing staff who acquired skill and experience in the works at IHEP. It is also recommended to fill up the existing vacancies of "Skilled Technicians" at IHEP. Considering the necessity of maintaining the station and the constraints pointed out, the matter was recommended, as requested by the Chief Engineer(Generation & PED). Also recommended to authorize the Chief Engineer (HRM) to take necessary steps for the same.

The matter was placed before the Full Time Directors, as per note read as 2nd paper above. Having considered the matter in detail, the Full Time Directors meeting held on 25-09-2020, resolved to accord sanction for the following.

1. To transfer the staff, listed as per **Annexure**, having much experience and skill at various works of IHEP, back to Generation Circle, Moolamattom, within one month.
2. To retain the existing staff as per Annexure, who acquired skill and experience in the works at IHEP, even if they are promoted.
3. To fill up the existing vacancies of "Skilled Technicians" urgently.
4. To authorize the Chief Engineer (HRM) to take necessary steps, for compliance of the above.

Orders are issued accordingly.

By Order of the Full Time Directors,

Sd/-
(LEKHA.G)
Company Secretary
(In -charge.)

- To:
- 1.The Chief Engineer (Generation& PED), Moolamattom.
 - 2.The Chief Engineer (HRM)

- Copy to:
- The Chief Internal Auditor,
 - The TA to CMD/D(F)/D(GE&SCM)/ D(T,SO&REES)/ D(DIT&HRM)/D(GC)/D(C&P)
 - The Fair copy Superintendent/Library/Stock File

Forwarded / By Order
Asst. Executive Engineer


Annexure to B.O(FTD) No. 596 /2020 (No. DGE/G3/Estt./2020-21 Thiruvananthapuram dated: 28 -09-2020

List of Staff who are to be transferred back to Generation Circle Moolamattom

Sl No.	Name Designation	Present Office	Office to which transfer is required
1.	Krishnakumar K, Sub Engineer	66 KV Sub Station, Mavelikkara	Turbine maintenance SD, Moolamattom
2.	Jaison M Joseph, Overseer	Electrical section Karimannur	WCS maintenance Sub Division,Moolamattom
3.	Gopalakrishna Perumal, Overseer	Ele Section Pattambi	Turbine Mace SD, Moolamattom
4.	Shajee P.K Lineman II	Ele Section Karimannoor	WCS Maintenance Subdivision,Moolamattom
5.	Sanoj T.P Lineman II	Ele Section Puthukode	WCS Maintenance Subdivision,Moolamattom
6.	Haridas P.K Lineman II	Ele Section Vandiperiyar	Turbine Mace SD, Moolamattom

List of Staff who are to be retained at Generation Circle Moolamattom

Sl No.	Name Designation	Office to which transfer is required
1.	Jain V K Lineman I	WCS Maintenance Subdivision,Moolamattom
2.	Sibily V H Ele.Worker	WCS maintenance Subdivision,Moolamattom
3.	Shiju P Joseph Lineman I	Turbine Mace SD Moolamattom
4.	Krishnakumar M Lineman II	Turbine Mace SD Moolamattom


Chief Engineer (Generation & PED)